

## APPENDIX A: ADDITIONAL PERFORMANCE EVALUATION FACTORS FOR EXEMPT POSITIONS

**A. Resources, Technology and Regulations:** Demonstrates “global thinking”, i.e., understanding the need to use and/or apply appropriate organizational resources, technology, and regulations in performing the job.

<input type="checkbox"/> 1 Unacceptable	<input type="checkbox"/> 2 Needs Improvement	<input type="checkbox"/> 3 Meets Standards	<input type="checkbox"/> 4 Exceeds Standards	<input type="checkbox"/> 5 Far Exceeds Standards
Frequently fails to recognize the effects that resources, technology, and regulations have on the organization	Often fails to recognize and demonstrate in work performance an appreciation of the effects that resources, technology, and regulations have on the organization	Recognizes the effects that resources, technology, and regulations have on the organization, as demonstrated in work performance	Recognizes the effects that resources, technology, and regulations have on the organization; demonstrates this in work performance; occasionally makes recommendations for improvement	Always recognizes the effects that resources, technology, and regulations have on the organization; demonstrates this in work performance; frequently makes recommendations for improvement

**Comments:**

**B. Standards, Codes, and Established Industry Professional Practices:** Demonstrates an appreciation for and practice of “professionalism”; demonstrates ability to appropriately interpret policies and procedures regarding new situations, and to analyze issues and develop approaches consistent with the organizations mission; applies the principles and tools of an advanced field of study to effectively analyze, monitor, and/or coordinate assigned areas of responsibility; exhibits a courteous, conscientious, and generally mature businesslike manner in the workplace.

<input type="checkbox"/> 1 Unacceptable	<input type="checkbox"/> 2 Needs Improvement	<input type="checkbox"/> 3 Meets Standards	<input type="checkbox"/> 4 Exceeds Standards	<input type="checkbox"/> 5 Far Exceeds Standards
Frequently fails to understand the impact of an issue and to correctly apply the appropriate principles, professional practices and tools to assigned areas of responsibility	Often fails to understand the impact of an issue and to correctly apply the appropriate principles, professional practices and tools to assigned areas of responsibility	Demonstrates an understanding of the impact of an issue and correctly applies the appropriate principles, professional practices and tools to assigned areas of responsibility	Demonstrates a broad understanding of the impact of an issue and correctly applies the appropriate principles, professional practices and tools to assigned areas of responsibility; offers recommendations for improvement	Recognized for innovative and sound understanding of the impact of various issues; correctly applies the appropriate principles, professional practices and tools to assigned areas of responsibility; and frequently offers innovative recommendations for improvement

**Comments:**